



# amazonfulfillment

## Lead Fulfillment Associate – Training & Team Leaders

Amazon is seeking bright, motivated, hardworking individuals for Lead Fulfillment Associate – Training & Team Leader positions at our fulfillment center. Key areas on which Lead Fulfillment Associates focus include the safety and productivity of fellow associates, contributing to a positive customer experience and ensuring quality based on Amazon's high standards.

Lead Fulfillment Associates hold various roles within the Fulfillment Center. While there are several types of roles that hold different job-specific responsibilities, common job elements for Training & Team Leaders include:

- Leading trainings/and or start of shift meetings to a group of 20+ associates
- Coaching, training and communicating with associates and managers
- Talking in front of a group as well as one-on-one with an individual
- Giving and receiving effective feedback
- Troubleshooting problems through to resolution, escalating as necessary
- Performing production duties as needed: pick/pack orders, receive/stow product, ensure inventory accuracy, and unload/load trucks at or above the rate expectation for each task
- Participating in Lean/Kaizen, Black Belt, and other process improvement initiatives in some capacity
- Assisting in keeping work area clean and organized

## Work Environment

- Work with and/or around moving mechanical parts
- Noise level varies and can be loud
- Temperature in the fulfillment center may vary between 60 and 90 degrees, and will occasionally exceed 90 degrees
- Very fast paced environment

## Basic Qualifications

- Must be at least 18 years old
- Must have a High School diploma or equivalent
- Must be willing and able to work all shifts
- Must be willing and able to work overtime as required
- Must be able to read and take direction in English
- Must be able to lift up to 49 pounds with or without reasonable accommodation
- Must be able to stand/walk for up to 10-12 hours
- Must be willing and able to frequently push, pull, squat, bend, and reach
- Must be able to continuously climb and descend stairs safely (applies to sites with stairs)
- Must be able to work on a secure mezzanine at a height of up to 40 feet (applies to buildings with mezzanines)
- Must be willing and able to work on powered equipment (for example, a forklift or cherry picker)

## Preferred Qualifications

- 1+ years previous leadership experience
- 2+ years of experience in a warehouse or production environment
- Prior training, teaching or presentation experience
- Possess a completed Bachelor's Degree from an accredited university

- Display proficiency with computers and Microsoft Office (Outlook, Word, Excel)
- Possess the ability handle multiple and changing projects/priorities in an organized and efficient manner
- Demonstrated accuracy, reliability and the ability to understand the importance of deadlines
- Have a proven ability to think outside of the box and search for innovative solutions
- Demonstrated natural leadership ability; gain respect from Associates in production area
- Possess problem solving and analytical skills
- Have excellent interpersonal skills
- Possess good judgment and common sense
- Have previous experience with performance metrics and process improvement (how, when, who)
- Possess the ability to work for different managers: managers move around to meet business needs and as Amazon's business grows you must adapt to changes in management

### **Variable Compensation Pay (VCP)**

If you work in a fulfillment center you may be eligible for Variable Pay, a bonus based upon personal and site performance criteria at your location.

### **Restricted Stock Units**

Subject to approval by the Board of Directors of Amazon.com, Inc., you will be granted a restricted stock unit award.

### **Benefits**

You will also be entitled, during the term of your employment, to such vacation, medical, 401k, and other employee benefits as the Company may offer from time to time, subject to applicable eligibility requirements.

Successful candidates will be required to pass a post offer, pre-employment drug screen and background check.

Amazon is an Equal Opportunity-Affirmative Action Employer - Minority / Female / Disability / Vet